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AD0013390

MEDICAL RESEARCH LABORATORY



U. S. Naval Submarine Base
New London

Volume XI, No. 28

Report No. 202

2 June 1952

THE INTERVIEW:

I. A Selectively Abstracted Bibliography

compiled by

Siroon Pashalian, Wm. J. E. Crissy, A. I. Siegel, and E. P. Buckley,
Fordham University

Bureau of Medicine and Surgery, Navy Department,
Project NM 002 0|6.01.01

20040416108

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Report No. 1 on
a collaborative project between
Fordham University and the Naval Medical Research Laboratory
under Office of Naval Research Contract,
Project N-onr 259(00)

Reference may be made to this report as follows:
Pashalian, S., Crissy, W.J.E., Siegel, A. I., and Buckley,
E. P., The Interview I. A Selectively Abstracted Bibli-
ography, MRL Report No. 202, XI, No. 19, June 1952.

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Medical Research Laboratory Report No. 202

Bureau of Medicine and Surgery, Navy Department
Project NM 002 016.01.01

Released by

Gerald J. Duffner
Commander, MC, U.S. Navy
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U.S. Naval Medical Research Laboratory
2 June 1952

THIS REPORT CONCERNS

An abstracted survey of the civilian and military literature on the interview as an assessment technique.

IT IS FOR THE USE OF

Submarine medical officers, personnel officers, and psychologists engaged in research on assessment methods.

ITS APPLICATION FOR SUBMARINE MEDICINE

Will be primarily in the training of medical officer interviewers and in the conduct of further research toward the general objective of improving the predictive efficiency of the interview in the assessment of submarine candidates. It will be of incidental use as background information for line and staff officers who are called upon to assess the fitness of personnel for assignment to various billets or missions.

Issued by the Naval Medical Research Laboratory
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ABSTRACT

This report is the first of four reports in connection with research on the problem: "The reliability and validity of the assessment interview as a screening and selection technique in the submarine service".

It is composed of civilian and military materials reviewed through April 1952, of which 156 titles are abstracted and 27 are listed.

Three indexes are appended facilitating entry to the materials by author, by subject, and by journal.

PREFACE

This bibliography is a compilation of the materials reviewed in the course of research on the problem: "The reliability and validity of the assessment interview as a screening and selection technique in the submarine service." The appropriate survey of the literature as a background to this investigation appeared to involve three major aspects: (a) the interview as a screening and selection technique; (b) the use of the interview in the armed forces and; (c) factors in the submarine frame of reference.

The coverage of the literature pertaining to these areas and comprising the scope of the present bibliography extends over materials abstracted in Psychological Abstracts through April 1952 and materials encountered in this general process. In some cases, moreover, recent issues of certain journals were consulted for relevant material in the effort to bring the bibliography as far up-to-date as possible.

The bibliography is divided into two sections: Section A and Section B. Section A contains abstracts of papers found to be directly relevant to the scope of the general problem. Here, an attempt was made to capture the essence of articles and treatises as well as to mention relatively unique aspects or emphases. Where authors reported on experimental work, in most cases the abstracts have included brief statements of procedures and the principal conclusions. Section B contains a listing of references which related to some extent to the problem areas and which may be of interest and application in conducting kindred research. Approximately twice as many titles as are listed in this section were consulted and read, but excluded on the criterion of direct relevance to the problem. Entries in both Sections A and B have been listed alphabetically by author and have been numbered consecutively. Three indexes have

been prepared utilizing entry numbers to facilitate reference to the listings in Section A -- by author, by subject and by journal -- depending upon the needs of the user. Entries in list B are indexed only by author and by journal.

Inevitably a report of this kind is subject to criticism in terms of omissions as well as in terms of adequacy of coverage and of interpretation of included materials. Considerable judgment, admittedly subjective despite efforts to the contrary, has been applied in setting the final format and contents. It is hoped that this report will be of service to those planning or conducting research on the interview. Persons who do interviewing or are training others to do it may be aided considerably in the selection of materials for carrying out their own work on the interview. Investigators in the general field of personnel assessment and selection may also find such a collection useful.

It is foreseen that periodic supplements will be needed as the literature on the interview amasses. For this reason, the compilers deliberately commenced the numbering in Section B with 501 to allow for continuing the number sequence in each section in any future supplements. Users will be rendering the compilers a real service by reporting omissions and shortcomings so that these may be rectified in later supplements.

THE INTERVIEW:

A SELECTIVELY ABSTRACTED BIBLIOGRAPHY

SECTION A

1. ABT, L. E. The analysis of structured interviews. J. clin. Psychol., 1949, 5, 364-370.

This article summarizes the work done under an ONR project designed to determine the personality characteristics of 48 above-the-knee amputees. The method consisted of the following major steps: (a) prestructuring an interview on the basis of individual test data for a given person; (b) interviewing and electrically recording the interview; (c) writing and revising hypotheses about the subject's personality on the basis of playbacks; (d) filling in a "Check Sheet for Guided Clinical Interview Analysis," comprising attitudes towards parents, siblings, childhood, people, sex, self, injury and value orientation.

2. ADAMS, C. R. and SMELTZER, C. H. The personal interview in objective employment. Personnel, 1937, 14, 61-65.

A method for weighting ratings made by interviewers on a five-point rating scale is described. The technique consists of weighting the graphic rating on a specific trait in accordance with the judged importance of the particular trait in the job. A score as derived can then be combined with scores from other selection devices.

3. AITA, J. A. Efficacy of the brief clinical interview method in predicting adjustment. Arch. Neurol. Psychiat., 1949, 61, 170-176.

A report on a follow-up study of soldiers who were classified at induction in 1941 on the basis of a psychiatric interview as to likely adjustment to the Army. Of those cases classified earlier as likely to make successful and questionable adjustments, 304 service records were later examined in 1946 and classified as successful, average, or failures as soldiers according to various criteria. The findings were such as to warrant the inclusion of the psychiatric interview in induction screening, but the author feels in the case of "doubtfuls" a chance should be taken.

4. ALLPORT, G. W. Personality: a psychological interpretation. New York: Henry Holt and Co., Inc., 1937.

Theoretical aspects of the interview and related topics, such as rating and halo, are included in this well-known work on personality.

5. ANDERSON, V. V. A psychiatric guide for employment. Personnel J. 1928, 6, 417-441.

The author describes the interview as a means of investigating the personal history, work history, personality and physical condition of the applicant. Suggestions are given for appropriate inquiry into and interpretation of these areas.

6. ARGELANDER, A. The personal factor in judging human character. Character and Pers., 1937, 5, 285-295.

The influence of certain personality characteristics of the judge on his judgments is discussed and several related studies are summarized. While the frame of reference for the discussion is not the interview but situations permitting longer and more personal observations, certain aspects of the discussion bear upon the facets of the problem of reliability of judgments.

7. BARTLETT, N. Review of research and development in examination for aptitude for submarine training, 1942 to 1945. MRL Report No. 153, 9, 11-53, (1950).

This review discusses the brief interview and the interview by the submarine board. Initially, the short psychiatric interview comprised a few quick neurological tests plus a few pertinent questions. If any of this material raised questions of likely unsuitability, the interview was prolonged. No data are presented as to the reliability or validity of these interviews. The board used for officer selection assembled as much information as possible--school records, aptitude test scores, service history, recreation and medical data--and then the officer applicant was informally psychiatrically interviewed. Some inter-interviewer agreement is reported and the correlation between the mean interviewer rating for one class was .39. Further experimentation indicated that the board interview plus O.C.T. scores were more predictive than the O.C.T. scores alone.

8. BECHTOLDT, H. P. Selection. In S. S. Stevens (Ed.), Handbook of Experimental Psychology. New York: John Wiley and Sons, 1951. Pp. 1237-1266.

Included in this discussion of aspects of selection is an evaluation of the work on the interview. The author points out that adequate studies of the contribution of the evaluative type of interview to the selection process have not been made. Such studies as have been made show that the interview contributes relatively little to other predictive techniques unless it is carefully standardized, uses trained interviewers and aims at evaluating traits not assessed by other

8. (continued)

measures. As applied to vocational and military selection, insignificant increase in accuracy of prediction is attributed to the addition of clinical judgments. Nevertheless, the interview may play a valuable role, depending on the situation and the skill of the interviewer.

9. BEHNKE, A. R. Psychological and psychiatric reactions in diving and in submarine warfare. Amer. J. Psychiat., 1945, 101, 720-725.

The factors responsible for the excellence of submarine personnel are reviewed. Special attention is drawn to the view of a former submarine commander as to what constitutes the good submarine man: one capable of recognizing the subtle changes in a situation that demand responses according to one of two widely different attitudes--(1) exercising initiative and discretion in carrying out duties, and (2) obeying instantly without question.

10. BELLOWS, R. M. Psychology of personnel in business and industry. New York: Prentice-Hall, 1949. Pp. 499.

Many aspects of the interview are treated in Chapter VI, "Selection Interviewing."

11. BENDER, J. F. How's your interviewing technique? Occupations, 1944, 22, 299-301.

The writer characterizes the interview as a method of obtaining information, giving information, changing attitudes and motivating. Interviewing that has motivation as its primary aim is considered the most difficult to conduct successfully. Rapport is defined and discussed from the standpoint of factors aiding in its establishment.

12. BERDIE, R. F. Psychological processes in the interview. J. soc. Psychol., 1943, 18, 3-31.

The psychological processes of sensation, perception, attention, learning, memory and conflict solving are considered here as they are active in the interview situation. Inasmuch as some of these processes are rarely explicitly recognized, it is urged that systematic study be made of the problems attached to the interview from the standpoint of a learning situation, the influence of sensory stimuli, and also, the direct expression of conflicts or attempts to solve them.

13. BINGHAM, W. V. Halo, invalid and valid. J. appl. Psychol., 1939, 23, 221-228.

13. (continued)

A moderate degree of halo operating in the interview and rating process is viewed as desirable and indicative of evaluation of persons as wholes.

14. BINGHAM, W. V. Oral examination in Civil Service recruitment. Civil Service Assembly of the United States and Canada. Pamphlet No. 13, Feb 1939.

An account of the procedures set up by Bingham for the oral examination used in the selection of social service workers in Pennsylvania. A discussion of how to train interviewers, how to handle rating scales and similar problems is included.

15. BINGHAM, W. V. and MOORE, B. V. How to interview. New York: Harper and Bros., 1941. Pp. 320.

A classical work on the problems, methods and uses of the interview. Such aspects as contagious bias, effect of wording on questions, sources of unreliability in the interview, the halo effect, valid halo, and the effect of mental set are treated. Special chapters are devoted to the application of the interview in journalism, in the clinic and in social case work.

16. BLACKBURN, J. M. The psychology of the interview. Sociol. Rev., 1941, 33, 154-168.

A summary of the then contemporary experimental work on inquiries related to the interview. The experiments are those of Allport and Vernon, Estes, Vernon and Harvey. These studies dealt with the following problems: (a) the ability to rate traits and identify acquaintances by photographs of their movements; (b) the relation of acquaintance to the ability to judge several traits; (c) the kinds of conditions under which people differ in ability to judge; and (d) the effect of prejudice on interviewers' ratings. On the basis of this work and other cited treatises, Blackburn makes suggestions pertaining to the conduct of the interview and the skills of the interviewer.

17. BOGARDUS, E. S. Interviewing as a social process. Sociol. and soc. Res., 1934, 29, 70-75.

Interviewing is discussed from the standpoint of a social process involving two persons. Since they react to each other and proceed according to what has just been said, the practice of formulating a strict set of questions is considered inappropriate.

18. BOWMAN, K. C. Psychiatric examination in the armed forces. War Med., Chicago, 1941, 1, 213-218.

18. (continued)

The author urges careful psychiatric screening of recruits for the armed forces in the interests of efficiency and economy.

19. BRODY, W. Judging candidates by observing them in unsupervised group discussion. Person. J., 1947, 26, 170-173.

Candidates for a position in the Department of Health were rated on various traits on the basis of observation of their participation in an undirected group discussion carried on by all of the candidates. The factors used in evaluating the candidates were (a) appearance and manner, (b) speech, (c) attitude towards group, (d) leadership, (e) contribution to group performances, and (f) scientific approach. The author concludes that selection for many of the more important positions might be improved by this method.

20. CARTWRIGHT, D. and FRENCH, J. R. The reliability of life history studies. Character and Pers., 1939, 8, 110-119.

The authors stress the point that reliability is not an adequate index of the validity of personal evaluations, since estimates in agreement can be wrong.

21. CHAPPLE, E. D. A method for evaluating supervisory personnel. Harv. Bus. Rev., 1946, 24, 197-214.

The interaction chronograph is applied to an executive selection problem. The following differences were found: (a) between line and staff supervisors and between different types of staff jobs; (b) between equivalent jobs in different types of line divisions where the operating requirements are different; and (c) between different levels in the supervisory hierarchy.

22. CHAPPLE, E. D. and LINDEMANN, E. Clinical implications of measurements of interaction rates in psychiatric interviews. Appl. Anthropol., 1942, 1, 1-11.

Some of the measures derived from the interaction chronograph are indicated as distinguishing normal, neurotic and psychiatric populations.

23. CLARK, E. B. Value of student interviews. J. Person. Res., 1926, 5, 204-207.

This investigation was designed to uncover differences in interview data due to the interviewer himself and to determine the validity of the interviewers' estimates. Two interviewers interviewed freshmen and made predictions of scholastic averages. These correlated .66 and .73 with actual point averages and are considered

23. (continued)
suggestive of real differences between interviewers in ability to interpret factors for which tangible predictive data are available.
24. COREY, S. M. The interview in teacher selection. J. educ. Res., 1933, 26, 525-531.

Eight advanced psychology students, who were trained in methods of estimating aptitudes from an interview, ranked eight female students on various traits. Comparison of the interviewers' rankings with rankings by sorority sisters led to the conclusion that the interview cannot be used successfully in the evaluation of such traits as neatness, conceit, sociability and intelligence.

25. CORNEHLSSEN, J. H., JR. How the Navy selects reserve officers for billets. Occupations, 1945, 23, 334-337.

Sources of information for the proper billeting of Naval Reserve officers are enumerated--testing, interviewing, and other pertinent data--and the resulting advantages are pointed out.

26. COVNER, B. J. Studies in phonographic recordings of verbal material: I. The use of phonographic recordings in counseling practice and research. J. consult. Psychol., 1942, 6, 105-113.

The advantages and disadvantages of the use of recordings in counseling practice and research are considered along with discussion of the apparatus used and policies and operating schedules governing such use.

27. COVNER, B. J. Studies in phonographic recordings of verbal material: II. A device for transcribing phonographic recordings of verbal material. J. consult. Psychol., 1942, 6, 149-153.

A description of the construction and operation of a device for transcribing phonographic recordings.

28. COVNER, B. J. Studies in phonographic recordings of verbal material: III. The completeness and accuracy of counseling interview reports. J. gen. Psychol., 1944, 30, 181-203.

Directive and nondirective counselors' reports on 100 interviews are compared with typescripts of the recorded interviews. Approximately one-third of the original material is included in the reports and three-fourths to nine-tenths of this included material is accurate. Reports of nondirective counselors were more complete, although completeness was related to experience in both groups.

29. COVNER, B. J. Studies in phonographic recordings of verbal material: IV. Written reports of interviews. J. appl Psychol., 1944, 28, 89-98.

Comparison of written reports of interviews with phonographic recordings of the interviews revealed omissions, distortions, digressive material, alterations in time sequence, and lack of preciseness in the written reports. Suggestions are made for improving written reports.

30. CRISSEY, O. L. Personnel selection. In W. Dennis (Ed.), Current trends in industrial psychology. Pittsburgh: Univ. of Pittsburgh Press, 1949. Pp. 55-83.

The author quotes the basic objectives of the selection interview as "securing information about the applicant, giving information about the job, and making a friend for the company." He maintains that in the interview it is possible to observe the functioning personality of the applicant and his feelings of loyalty to former employers which cannot be observed in any other manner. Several problems regarding the dynamics of the interview are singled out as areas needing investigation: (a) characteristics which differentiate successful and unsuccessful interviewers; (b) educational methods which can be used with psychologically unsophisticated interviewers to increase the reliability of their observations and the validity of their predictions; (c) the best method for recording the interview and what effect the process of recording has on the interviewer's subsequent recollection of the person; (d) optimal time allocation in interviewing for various kinds of jobs; (e) the extent to which directive and nondirective interviewing can be combined for selection purposes within the limits of time and the requirements for different job levels.

31. CRISSEY, W. J. E. The employment interview: research areas, methods and results. Person. Psychol., 1952, 5. Pp. 73-85.

The keynote of research on the employment interview should be specificity to the particular company situation. Reliability of results should be determined by a sufficiently comprehensive experimental design to include intra- and inter-rater consistency and, if feasible, consistency of applicant behavior. Validation research should embrace such problems as identification, definition, and clarification of traits relevant to job success; identification of persons who are "good pickers of men"; refinement and extension of criterion information; and, finally a continuing evaluation against subsequent on-the-job performance.

32. CRISSY, W. J. E. and REGAN, J. Halo in the employment interview. J. appl. Psychol., 1951, 35, 338-341.

Two methods for empirical detection of systematic halo are outlined and illustrated. The first method involves a correlational analysis of each rater's judgment quantifications and comparison with the correlational analysis of the "population" of other raters' judgment quantifications of which these are treated as a sample. The second method utilizes the evidence cited by raters to support their judgment quantifications.

33. CRONBACH, L. J. and NEFF, W. D. Selection and training. In A survey report on human factors in undersea warfare. Panel on Psychology and Physiology, Washington, D. C.: Committee on Undersea Warfare, National Research Council 1949, Pp. 49-1513.

A summary of the present status of work and prospective research problems in the various areas pertaining to selection and training. With regard to the interview, the authors point out the need for such research as the reliability and validity of judgments of the interview, the training of psychiatric interviewers, and the formulation of questions which will elicit useful information.

34. CURRAN, D. Operational strain : psychological casualties in the Royal Navy. In H. L. Tidy and J. M. Kutschbach (Eds.), Inter-Allied Conferences on War Medicine 1942-1945. London: Staples Press, 1947. Pp. 233-239.

The importance of selection is considered exemplified by the low rate of psychiatric casualties in the British Submarine Service. Reasons for breakdown were usually due to factors unconnected with operational strain. Most of those who are unable to function aboard submarines can function aboard surface ships. Prompt return to patrol duty, before the habituation of doubts about future capacity have occurred, may decrease rather than increase psychiatric disorders.

35. CURRAN, D. and ROBERTS, J. A. F. A screening procedure for the selection of recruits for psychiatric interview. J. ment. Sci., 1945, 91, 200-300.

An experiment is reported which was designed to evaluate the screening procedure used by the Royal Navy. Members of the Women's Royal Naval Service (WRENS), who functioned as assistants to the recruiters, conducted an eight minute semi-structured interview on a group composed partly of recruits and partly of neuro-psychiatric patients who posed as recruits. Fifty-three per cent of the patients were identified. Of the new recruits, fifty per cent of those suspected by the WRENS proved to present appreciable psychiatric abnormality upon examination.

36. DANIELS, H. W. and OTIS, J. L. A method for analyzing employment interviews. Person. Psychol., 1950, 3, 425-444.

A sample of 60 employment interviews was electronically recorded and content analyzed according to a basic unit called the "exchange," that is, a question, statement or other utterance on the part of the interviewer followed by a reply on the part of the applicant. As a method primarily for determining what actually occurs in the interview, it makes possible comparison of interviews for widely differing jobs and comparison of the methods of different interviewers.

37. DAVIS, F. B. Utilizing human talent. Commission on Implications of Armed Services Educational Programs. Washington, D. C.: American Council on Education, 1947.

A summary of the selection and classification procedures in the various services. A selected bibliography of over 100 references is included. In evaluating the interview, Davis feels that it has little to add to a well-rounded testing program.

38. DEEMER, W. L., JR. and RAFFERTY, J. A. Experimental evaluation of the psychiatric interview for prediction of success in pilot training. J. Aviat. Med., 1949, 20, 238-250.

This validation study of a semi-structured psychiatric selection interview against a criterion of successful completion of training revealed the general usefulness of the interview despite the lack of validity of some of the specific items covered in connection with it. The authors recommend the use of the interview as a supplement to other selection devices and techniques.

39. DRAKE, FRANCIS S. Manual of employment interviewing. American Management Association, Research Report No. 9, 1946. Pp. 75.

A summary of the principles and procedures of employment interviewing.

40. DRIVER, R. S. Research in the interview. American Management Association, Office Management Series, No. 112. Pp. 20-31.

Hidden observers watched a small number of interviews and rated interviewees on several traits. The range of judgments decreased with time and those judgments made by less experienced observers seemed to approach closer to the mean judgment of the group.

41. DUDYCHA, G. J. A suggestion for interviewing for dependability based on student behavior. J. appl. Psychol., 1941, 25, 227-231.

41. (continued)

A list of questions, which in various studies have been found to distinguish students in punctuality, dependability and persistence, are presented and suggested for use in employment interviewing.

42. DUFF, I. F. and SHILLING, C. W. Psychiatric casualties in submarine warfare, Amer. J. Psychiat., 1947, 103, 607-613.

The types of psychic trauma evidenced by men under stress of submarine operation are reviewed. The particular factors of selection, training and morale are considered with special reference to their role in engendering confidence in submarines, officers and shipmates.

43. DUNLAP, J. W. and WANTMAN, M. J. An investigation of the interview as a technique for selecting aircraft pilots. CAA Airman Development Div. Report No. 33, Washington, D. C., Aug 1944. Pp. 63.

The effectiveness of the semi-structured interview as a tool in predicting certain aspects of students' future flight performance, especially those related to success in the later stages of C. P. T. flight instruction, is investigated. Three-man boards consisting of a psychologist, an aviator, and a man with experience in selecting personnel were used as interviewers. The results indicate that the controlled interviewing procedure provides reliable ratings with some validity. The authors feel, however, "The individual interview is an impractical selection technique since paper and pencil tests predict future performance as well or better, and the interview results add little to the total predictive efficiency when combined with such tests."

44. EDWARDS, MARION E. Social histories as an aid in recognizing men vocationally unsuited for the Navy. Smith Coll. Stud. Soc. Work, 1942, 13, 199-200.

The social psychiatric histories of 25 men discharged from the Navy for neuropsychiatric reasons were examined for evidence of civilian maladjustment. Eighty-three per cent of 23 complete histories revealed some basis for prediction of the neuropsychiatric discharge, but the findings are admittedly inconclusive inasmuch as no comparison was possible with men who adjusted well to the Navy.

45. FEAR, R. A. and JORDAN, B. Employee evaluation manual for interviewers. New York: Psychol. Corp., 1943. Pp. 39.

A particular plan for a patterned interview is presented together with discussion of its application in given instances.

46. FEAR, R. A. and FOLEY, J. F., JR. Interview as a "must" in selecting salesmen. Adv. and Sell., 1949, 42, 40 ff.

46. (continued)

The training program for interviewers at the Psychological Corporation is outlined. Included in the program are lectures on interview methodology and observation through a one-way mirror of interviews conducted by staff members and by trainees. Two examples of the effectiveness of the interview in the selection of sales and non-sales positions are cited. The proper integration of the interview with test results is emphasized.

47. FEARING, F. The appraisal interview. In Q. McNemar and Maud A. Merrill (Eds.), Studies in personality. New York: McGraw-Hill, 1942. Pp. 71-85.

The interview is presented as a social situation involving the interactions of persons organized with respect to an explicitly expressed goal. The usual trait approach of psychological testing is not applicable to the social situation. For this reason an organismic (holistic) approach is recommended. A certain amount of "bias" (valid halo) is considered desirable in the interview since this bias may be the integrating factor that makes the judgment a structured whole.

48. FEARING, F. and FEARING, FLORA M. Factors in the appraisal interview considered with particular reference to the selection of public personnel. J. Psychol., 1942, 14, 131-153.

The interview process is described in the orientation of group dynamics. As opposed to the approach of establishing a list of traits to be rated, the interview situation in the selection of candidates for promotion in police officer ranks is studied from the standpoint of designating identifiable aspects of behavior and relating certain factors in the background of raters to the obtained appraisal. One hundred candidates were interviewed by a social worker, chief of police, captain of police and professor of psychology. Greatest agreement and clearest differentiation were indicated in rating ability to present ideas, quantity and quality of education, quantity and quality of experience and the summary evaluation. Least agreement was reached on neatness and dress, tact and maturity of judgment. Evidence for bias on the part of the interviewers is presented in the light of their occupational or professional positions. Appraisal of human ability in the formal interview is viewed as a structured whole and the result of the dynamic inter-relationships of many operating factors.

49. FELIX, R. H. et al. An integrated medico-psychological program at the U. S. Coast Guard Academy, preliminary report. Amer. J. Psychiat., 1945, 101, 635-642.

Success in the four-month training program for reserve cadets

49. (continued)
in the U. S. Coast Guard was predicted from tests of numerical, verbal and spatial abilities, and from ratings on a ten-point scale based on interviews conducted with the psychometric measures at hand. The general effectiveness of the program is expressed in terms of the percentages of successes and failures at the various decile points of the predictors employed. The ability tests and the personal interview ratings were almost equally efficient predictors, and the combination of these two was superior to either used alone.

50. FIELDS, H. The group interview test: its strength. Publ. Person. Rev., 1950, 11, 139-146.

The group interview is judged superior to the individual interview, since it permits the following: (a) more effective appraisal of personality traits such as leadership, tact, firmness and understanding; (b) candidate's release from tension; (c) an opportunity to appraise each candidate against a background of others; (d) analysis of the intelligence of the candidate's discussion and his ability to utilize his knowledge; (e) evaluation of the candidate's command of the English language; and (f) fairness in that the situation is the same for each candidate.

51. FIELDS, H. An analysis of the use of the group oral interview. Personnel, 1951, 27, 480-486.

Variations of elements in the procedure of different agencies using group interviews are discussed. Despite the variations, the group oral interview is claimed to measure something different from the more usual type of interview and thus to complement it.

52. FLANAGAN, J. C. The aviation psychology program. AAF Aviat. Psychol. Program Research Report No. 1, Washington, D. C.: U. S. Government Printing Office, 1946.

This is the first report of the 19-volume series on the Aviation Psychology Program in the Army Air Forces in World War II. It is an overview of the whole series. Studies relating to the interview are found throughout the series, notably in volume 5, "Printed Classification Tests," Chapter 24. The general opinion held was that the clinical interview added little to the testing program. However, the ARMA (Adaptability Rating for Military Aeronautics) which was part of the medical examination and was based on a psychiatric interview, had a biserial validity coefficient of .27 with success in training.

53. FLANAGAN, J. C. et al. Psychological research in the armed forces. Rev. educ. Res., 1948, 18, 528-655.

53. (continued)

This is an entire issue devoted to a summarization of all of the psychological research done during the war. Each section has a bibliography of hundreds of titles. (Some of the most pertinent are summarized in the present bibliography.)

54. FLICKER, D. J. Army psychiatric literature, factors in interpretation. Amer. J. Psychiat., 1942, 98, 795-800.

Differences between military and civilian psychiatry are discussed in relation to the particular functions of military psychiatry.

55. FLICKER, D. J. Psychiatric induction examinations, with a review of the results of examining 17,000 selectees. War Med., 1942, 2, 931-943.

The author urges longer examination interviews at induction since the proportion of rejections seemed too low in comparison with World War I psychiatric casualty figures. He estimates a cost of \$30,000 to the government for each neuropsychiatric casualty of World War I.

56. FRANK, L. K. et al. Psychosomatic disturbance in relation to personnel selection. Ann. N. Y. Acad. Sci., 1943, 44, 541-624.

A series of papers which were delivered at a conference of the N. Y. Academy of Sciences, Feb. 5 and 6, 1943 are presented together with the ensuing discussions. One of these papers appears to bear most directly on the general problem.

(a) KUBIE, L. S. The detection of potential psychosomatic breakdown in the selection of men for the Armed Forces. Ann. N. Y. Acad. Sci., 1943, 44, 605-624.

The central idea was that prediction can be made on the basis of careful somatic and psychiatric medical histories. A plan for remodeling the then current procedure was offered.

57. FRASER, J. M. New-type selection boards in industry. Occup. Psychol., 1947, 21, 170-178.

The author describes a procedure for the selection of executives. It includes, besides the usual testing and interviewing by the psychologist, several features which make it particularly adaptable for the small firm. The method involves the performance of the candidates in group problem-solving and observation by a board composed of the executives of the company. Final decision as to the

57. (continued)
candidate chosen is made by means of a vote by the company executives. The major theoretical basis is the hypothesis that success in a small company as an executive is largely a matter of being socially acceptable in the small society each company represents.
58. FRASER, J. M. The group method of selecting executives. Personnel, 1949, 26, 50-53.

A new group method for selecting supervisory and executive personnel is described and illustrated. The method involves the assessment of candidates under the usual selection methods and the combination of these test and interview results with selection board observation of the candidates in formal and informal group situations. The latter addition is viewed as providing a detailed assessment of the candidates and as permitting consensus judgment.

59. FRASER, J. M. A handbook of employment interviewing. London: MacDonald and Evans, 1950. Pp. 202.

This is primarily a manual of instruction on how to conduct and evaluate the employment interview. The value of the interview is believed to lie in the gathering of a life history of the interviewee and in making deductions therefrom. Specific instructions and examples as to how this objective may be carried out are provided.

60. FRASER, J. M. The place of the interview in a selection procedure. Personnel, 1950, 26, 451-456.

The purpose of the interview is considered here to be that of synthesizing test results, and compensating for the artificial nature of the test situation. The point of view taken is that it should be directed to the gathering and analysis of a case history of the person, rather than to the analysis of behavior during the interview.

61. FREEMAN, G. L. Using the interview to test stability and poise. Publ. Person. Rev., 1944, 5, 89-94.

The stress interview is discussed as it was used in the selection of traffic directors. The interview lasted about 21 minutes and proceeded according to the following plan: (a) ordinary or "bland" questioning; (b) performance on an apparatus test; (c) stress questioning based on suggested poor scores on the apparatus test; (d) repetition of the apparatus test with interruptions and electric shocks; (e) more "bland" questioning. The advantage in this design is said to lie in the "base-lines" made available by the non-stress questioning and apparatus test.

A higher correlation was found between ratings made on the

61. (continued)
basis of the non-stress portions of the interview and the criterion, than between the stress portion and the criterion. The author considers this result a product of habituation in the more conventional procedure of rating behavior in non-stress situations. He recommends the use of this technique, but with caution because of effect on public relations.

62. FREEMAN, G. L. et al. The stress interview. J. abnorm. soc. Psychol., 1942, 37, 427-447.

The stress interview in the selection of policemen is investigated. Stress is defined as that aspect of the interviewing situation in which the individual, highly motivated to be successful, is placed on the defensive and deliberately confused as to his progress. Ratings made on the basis of the stress interview correlated positively with objective measures of the same traits. Negative correlations were obtained, however, between ratings on the stress interview and experience and order-of-merit ratings.

63. FREEMAN, G. L. and TAYLOR, E. K. How to pick leaders. New York: Funk and Wagnalls, 1950. Pp. 226.

The patterned interview is seen to be useful in judging personality factors such as energy, social adjustment, emotional control and conscience. These factors are largely unmeasurable by other means. The interview provides an opportunity to study these factors by permitting one to see the candidate in action and to observe and rate the behavioral emergences relevant to successful leadership. For valid ratings, multiple ratings by raters with divergent backgrounds are advocated. The ratings of the candidate should be truly independent, and the interviewers should be specially trained regarding interview structure and methods of making ratings on the behavior elicited by the interview situation.

Group situations such as group interviews, psychodrama and the leaderless group situation are also reviewed. The author feels that "...situational testing is the most time-consuming and ticklish type of appraisal...it might be employed sparingly and always with the hope that some easier way to personality appraisal may eventually be developed."

64. GARDNER, B. B. and WHYTE, W. F. Methods for the study of human relations in industry. Amer. sociol. Rev., 1946, 11, 506-512.

Suggestions are given as to how sociologists may conduct research in industry. Some aspects related to the employment interview are included.

65. GLASS, A. J. An attempt to predict probable combat effectiveness

65. (continued)
by brief psychiatric examination. Amer. J. Psychiat., 1949, 106, 81-90.

On the basis of brief psychiatric interviews, 146 replacements to a rifle company were categorized into non, mildly, moderately, and severely neurotic groups. After performance in battle, data regarding the combat effectiveness of these individuals were gathered. Although relative freedom from neurotic tendencies was prognostic of combat effectiveness, many who exhibited the so-called neurotic character traits were effective in combat. Previous civilian performance of the individual was the best single indicator of his combat effectiveness.

66. GRINKER, R. R. et al. A study of psychological predisposition to the development of operational fatigue. Amer. J. Orthopsychiat. 1946, 16, 191-214.

Questionnaires were administered to large groups of personnel who had been returned to the U. S. due to development of operational flying fatigue. Items were concerned with the pre-combat personality, feelings during combat and the post-combat personality and symptoms. The same questionnaire was given to combat returnees who had not developed operational fatigue. The responses of the two groups are compared and analyzed for background factors indicating predisposition.

67. HADLEY, E. E. et al. An experiment in military selection. Psychiatry, 1942, 5, 371-402.

The results of very brief psychiatric examinations on 3500 cases were compared with the results of longer psychiatric interviews. Rejected cases were judged by referees who were mainly Army personnel officers. While the brief examination detected many unsuitable candidates, the longer examination was more sensitive.

68. HARTMAN, G. W. The interview as a research and teaching device. J. appl. Psychol., 1933, 17, 205-211.

The author views the interview as a device for obtaining information which supplements the information gained from primary devices. The interview is considered useful in determining attitudes, shaping attitudes and in performing job analyses.

69. HENDERSON, R. D. and HOOVER, D. W. Interviewing methods used in the selection of salesmen. Person. J., 1947, 26, 9-18.

The interview process is considered with special reference

69. (continued)
to the use of the interview in the selection of salesmen based upon a survey of findings on 30 representative companies. Emphasis is upon the need for a planned and structured approach in the effort to make the interview a better, more scientific selection method.
70. HIMLER, L. E. A brief personality appraisal technique for use in interviewing. Industr. Med., 1946, 15, 81-85.

The author suggests that interview appraisal of personality in employee selection can be made more efficiently if the data are grouped under six topics: (a) appearance, (b) intellectual resources, (c) emotional reactions, (d) temperament and ego directions, (e) attitudes, and (f) behavior tendencies. In connection with the evaluation of appearance, the author mentions Sheldon's system of somatotypes and suggests its usefulness when a predominant physical type can be recognized. By "emotional reactions" is meant an account of the interviewer's reactions during the interview. By "temperament" is meant the more long-range kind of evaluation such as "introverted," "calm," "good-natured," Under "attitudes," the author includes "attitude toward self, others and authority." In "behavior tendencies," the author directs attention to a characterization of the past history of the individual and its stability.

71. HORST, P. (Ed.) Prediction of personal adjustment. Soc. Sci. Res. Counc., Bulletin 48, 1941.

Horst and his collaborators treat the general problem of prediction in the social sciences. Techniques and procedures are suggested for handling different kinds of predictive situations. Appendices contain previously unpublished statistical procedures and the rationale underlying them for processing predictor data. One of the appendices is abstracted because of its applicability to the interview problem. (cf. Wallin, P. The prediction of individual behavior from case studies.)

72. HOTELLING, H. et al. The prediction of personal adjustment, a symposium. Amer. J. Sociol., 1942, 48, 61-86.

An analysis and critique of F. Horst, Prediction of Personal Adjustment, Soc. Sci. Res. Counc., Bulletin 48, 1941.

73. HOVLAND, C. I. and WONDERLIC, E. F. Prediction of success from a standardized interview. J. appl. Psychol., 1939, 23, 537-546.

A particular patterned interview technique is described which covers the areas of work history, family history, social history, and personal history. Reliability of the technique with 23 cases and two interviewers is reported as .71. The best sub-test reliabilities are

73. (continued)
.57 and .46. As to validity, 33 per cent of the failures and 23 per cent of those making scholastic averages over 85 would have been eliminated through use of the technique.

74. HUNT, W. A., WITTON, C. L. and HARRIS, H. I. The screen test in military selection. Psychol. Rev., 1944, 51, 37-46.

A comparison of the advantages of the short paper and pencil screening test as compared with the short psychiatric screening interview. It is concluded that they should be used to supplement each other.

75. INGRAHAM, E. A. et al. A study of interviewing techniques. OSRD, 1945. Washington, D. C.: U. S. Dept. Commerce, 1946. Pp. 63.

An analysis of the correctness of the information obtained in the classification interview is made on the basis of comparisons with information elicited by questionnaires sent to schools, acquaintances, etc. Correctness of the information is found to be low. Suggested lesson plans for training interviewers are included.

76. JACKSON, J. The relative effectiveness of paper-pencil test, interview, and ratings as techniques for personality evaluation. J. soc. Psychol., 1946, 23, 35-54.

Reference is made here to the interview in a school guidance situation as a personalized administration of tests during which understanding of the test situation and the nature of the response may be achieved. The resulting ratings are compared with performance on group tests of personality traits and are found to differ acutely. The group test is said to evaluate drivers, urges and frustrations, while the ratings are said to evaluate observed or interpreted behavior within a localized setting.

77. KAPLAN, L. The U. S. Army induction station neuropsychiatric examination. Dis. Nerv. Sys., 1943, 4, 74-77.

The psychiatric examination procedures at induction centers during World War II are described. The psychiatric examiner was placed in the last position on the line of medical examiners to enable him to study the results of the general medical examination. Each psychiatric examiner spent three to ten minutes with each man. This period of time is not considered insufficient since "the entire medical and neuropsychiatric situation is a test situation"; moreover, in case of doubt, a man was held for re-check. No standard form was provided since in so doing a "mechanical, routinized examination rather than an individual study of each case" would have taken place. The principal syndromes encountered are also discussed.

78. KELLEY, C. et al. Pilot selection: an evaluation of published techniques. Washington, D. C., Office of Naval Research, 1951.

This review and critique of the literature relating to pilot selection contains a section pertaining to the interview. Some studies not separately reviewed in the present bibliography are included in this report prepared by Dunlap and Assoc., Inc. A summary of the Dunlap evaluation of each of these reports follows:

- (a) DEEMER, W. L. and RAFFERTY, J. A. Statistical evaluation of the experimental Adaptability Rating for Military Aeronautics (ARMA) of World War II. USAF SAM Project 21-02-097. Report No. 1, August 1948.

Deemer and Rafferty had interviewers evaluate 30 specific items, e. g., health and income, and make predictions on two general items: success in training and success in operational flying. Within the limits of the study, the authors found that while the 30 specific items were poor indicators, the two general ratings showed a high efficiency in predicting training success.

- (b) DU BOIS, P. H. The classification program. AAF Aviat. Psychol. Research Proj. Report No. 2, Washington, D. C., 1947.

DuBois correlated the training success rating of the ARMA with pass-fail in pre-flight through advanced training. A biserial correlation of .27 was reported.

- (c) GILLESPIE, R. D. and REID, D. D. Prediction of failure in flying training and in operations by the brief psychiatric interview. FPRC No. 641, September 1945.

Gillespie and Reid concluded that the "usual psychiatric interview" identifies only "the most serious (psychiatric) disorders."

- (d) HILL, C. J. et al. A partial analysis of a three man interview technique for predicting airplane pilot success in the civilian pilot training program. CAA Div. Res. Rep. No. 65, July 1946.

The three man board interview was investigated with CPT students. One interviewer interrogated each candidate while the other two observed him. Each interviewer then rated the candidate for each of 14 traits on a continuous scale. After discussion, an overall, composite evaluation was

78.(d) (continued)

made by the board. The group rating showed good correlation with the Navy key of the Biographical inventory and the Civil Aeronautics Administration key of the Personal History Blank.

- (e) JOHNSON, H. M. et al. On the actual and potential value of biographical information as a means of predicting success in aeronautical training. CAA Airman Develop. Div. Report No. 32, August 1944.

Johnson investigated the results obtained from the personal interview of cadets at Pensacola. After combining the interview results with Bernreuter scores, the combined scores were correlated with flight training success and then used in analysis of the efficiency of predictive theoretical cutting scores. The results indicated to Johnson and his collaborators that the personal interview was an inefficient predictor.

- (f) KELLY, E. L. and EWART, E. A preliminary study of success in civilian pilot training. CAA Div. Res. Rep. No. 7, December 1942.

Results of a three man board interview were validated against instructors' ratings in flight school. Correlations ranged from .28 to .46.

- (g) MC FARLAND, R. Some problems in aviation medicine. Bull. New England Med. Cent., 1943, 5, 1-6.

McFarland allowed interviewers to use a previously completed biographical data blank as a source of hints regarding any major disqualifying defect. Unfortunately, the interview results were not validated against flight proficiency.

The Dunlap report also briefly reviews several studies by the British Commonwealth air forces investigating the validity of an assessment by ratings on a 25 item "psychiatric scale" and on the basis of an overall rating scale pertaining to success in flight training. The results indicated that: (a) the general rating yielded higher validity than any specific item; and (b) the overall rating was not associated with all of the valid specific ratings.

79. KELLY, G. A. (Ed.) New methods in applied psychology. College Park: Univ. of Maryland, 1947.

79. (continued)

This book is a collection of the proceedings of the 1945 Maryland Conference on "Military Contributions to Methodology in Applied Psychology." It contains a discussion by E. Q. Rundquist on the board interview for selection of Army officers.

- (a) RUNDQUIST, E. A. Development of an interview for selection purposes. In G. A. Kelly (Ed.), New methods in applied psychology. College Park: Univ. of Maryland, 1947. Pp. 90-95.

This interview was designed to evaluate the ability of the interviewees to deal with people. The adopted rating scheme had a reliability of .87 and a validity coefficient of .37 based on a sample of 1,359 officers.

80. KOPETSKY, S. J. Validity of psychiatric criteria for rejection for service with the armed forces. War Med., 1946, 6, 357-368.

A large number of selective service registrants with histories of admission to the psychiatric divisions of civilian hospitals were examined. Of these, 128 were admitted to the armed forces and 32 were subsequently discharged. Ten of these were discharged for mental reasons; reasons were not available on most of the other cases. Conclusions are drawn about the effectiveness of the screening techniques, the effect of length of time since admissions, the effect of age, and the like.

81. KROUT, M. H. Malingering on psychological tests at Armed Forces Induction Centers during World War II. Psychol. Serv. Ctr. J., 1950, 2, 55-66.

Six types of malingerers are defined and illustrated along with procedures that have been found useful in handling each. The interview is referred to as one of the techniques for the manipulation of more desirable attitudes.

82. LAZARSFELD, F. F., and ROBINSON, W. S. The quantification of case studies. J. appl. Psychol., 1940, 24, 817-825.

A method for quantifying case study data is presented. The stated advantages are: (a) it facilitates statistical analysis; (b) it reduces sampling variance; and (c) it is logically and psychologically sounder than non-quantification of such data.

83. LILY, H. A case study of a group selection procedure: the first trial of a procedure for selecting candidates for teacher's training. Hum. Relations, 1951, 4, 77-94.

83. (continued)

The use of the group selection procedure was investigated as a substitute for a ten minute interview for teacher selection on the basis of the following considerations: (a) to avoid the superficiality of the briefer interview; (b) to be fairer to candidates interviewed late in the day; (c) to avoid the frustration customarily experienced after a short interview.

Each of three different size groups received different instructions regarding the content of their discussion: one group was told that they could discuss anything they wanted to; a second group was given a specific topic for discussion; a third group was given several topics to discuss. The results indicated that (a) permitting the group to talk about anything they wished was more advantageous than prescribing a topic; (b) the optimal size was seven to eight participating members; (c) there was no important disagreement on the final rating of candidates by the judges; (d) the group selection procedure was useful in the diagnosis of the personality traits of the candidates.

84. MC HARG, J. F. The mental health of submariners, with special reference to 71 cases examined psychiatrically. J. ment. Sci., 1946, 92, 343-356.

Seventy-one cases of psychiatric disability in Royal Navy submariners during World War II were examined and classified according to (a) the etiological factors at work, (b) the nature of the reaction, and (c) the disposal of the case. The principal etiological factor was found to be submarine stress, that is, anxiety resulting from the peculiar conditions of submarine combat. The reaction was of such a nature that it occurred as often in the early phases of training as in the latter aspects of patrol duty. Most breakdowns occurred, however, in the mid-period. The majority of the cases were subsequently judged unfit for submarine duty, but fit for surface duty. A small proportion were discharged from the Navy.

85. MC MURRY, R. N. The knack of interviewing applicants. Industr. Relations, 1945, 2, 8-9, 26; 3, 9-11, 13-14, 34-36.

These comprise a series of articles giving suggestions on how to conduct and evaluate an interview.

86. MC MURRY, R. N. How efficient are your hiring methods? Person. J., 1947, 26, 45-53.

The well-balanced selection program encompasses the application blank, employment tests and the interview. The purpose of the patterned interview includes: (a) obtaining and organizing facts from various sources; (b) providing a yardstick against which to measure

86. (continued)
the applicant's qualifications in terms of certain traits; (c) determining emotional maturity as an aid in the overall interpretation of obtained facts.
87. MC MURRAY, R. N. Validating the patterned interview. Personnel, 1947, 23, 263-272.

Studies which question the utility of the interview as an evaluative device on the grounds of its unreliability are reviewed critically. The author raises these questions: (a) the interviewers may not have been trained; (b) they may not have been provided with job specifications; (c) they may not have been given an organized plan to follow; (d) they may have been unnurtured in the intangibles of human behavior; and (e) they may have themselves been emotionally maladjusted. Three disparate studies are reported utilizing trained interviewers and a patterned interview. Validity coefficients utilizing length of service and formen's ratings as criteria ranged from .61 to .68. The author concludes that the interview has merit as a selective instrument if it is properly conducted.

88. MC QUAIG, J. H. The clinical interview. Person. J., 1949, 27, 377-382.

The author distinguishes between the interview as a tool for analyzing the social behavior of the individual in the interview situation and as a clinical device to probe into the past history and present circumstances of the individual. Sample questions for use in conducting the latter type of interviews are presented.

89. MAGSON, E. H. How we judge intelligence. Brit. J. Psychol., Monograph Supplement No. 9. London: Cambridge University Press. Pp. 113.

Judgments of intelligence made on the basis of interviews were compared with intelligence test scores, with judgments based on long acquaintance, and with judgments based on the reading of interview transcripts. It is concluded that the interview is not a good way to estimate intelligence as measured by tests; factors such as personal appearance often play a larger part in the judgment than the content of the conversation.

90. MANDELL, M. Civil service oral interviews. Person. J., 1940, 18, 373-382.

Points to be covered in evolving an interview rating form are discussed. The form should be based on a job analysis; the traits should be relevant, measurable and definable; uniform standards of rating and rater training should be instituted. The higher the percentage of interviewee candidates who may be appointed, the

90. (continued)
less the need for fine discrimination on the oral rating form. Use of a summary evaluation permits inclusion of assessment of additional observed behavior which might otherwise be omitted.
91. MANNING, R. W. and YELLOWLESS, L. A. RCAF aircrew selection methods. J. Aviat. Med., 1949, 20, 58-61.

The procedures used for selecting air crewmen are described. Discussion of the psychiatric interview is included but validation data are indicated for presentation in a future article.

92. MARTIN, M. F. Logic in the informal interview. Psychiatry, 1940, 3, 535-537.

Two schools of thought on the psychological interview are contrasted. The psychometric view emphasizes objectivity at the risk of superficiality and failure to rate subtle differences between individuals. The psychiatric interview, on the other hand, aims to discover precisely these subtle differences. Examples are given of misunderstandings possibly arising in interviews which are so informal as to permit questions to be ambiguous, or which are liable to questions creating a dilemma for the interviewee. The author concludes, "Without wishing to limit the psychiatrist within the narrow, monotonous confines of a standardized questionnaire, we suggest that more care should be given to the logical structure of questions used in the free, informal interview."

93. MENNINGER, W. C. Psychiatry in a troubled world: yesterday's war and today's challenge. New York: Macmillan, 1948.

This book is based upon Dr. Menninger's experience as chief consultant in neuropsychiatry to the Surgeon General of the Army from 1943 to 1946. Centering his treatment of the screening interview in a chapter entitled, "Choosing the Soldier," the author distinguishes between the interviewee with emotional illness and the interviewee with faulty attitudes which can be molded in training. He also distinguishes the interview functions of selection and examination, that is, prediction and condition at present respectively. It is felt that the interview should not be used to predict combat effectiveness, but only to assess the present status of the interviewee.

94. MEYER, C. A. The group interview test: its weakness. Publ. Person. Rev., 1950, 11, 147-154.

Claims for the superiority of the group interview over the individual interview are discounted. In answer to the contention that the group test enables the examiner to observe each candidate for an extended period of time, it is replied that a disproportionate

94. (continued)
amount of time may be spent observing any one candidate. To the claim that the group situation is the same for everyone, it is stated that this does not allow for individual differences. While in the group situation each examiner may devote his full time to observing, listening, and note taking, it is also easier for the examiner to become distracted in the group situation. The author further maintains that the group situation is less natural rather than more natural for the employment applicant and does not bar the use of the "tip off" from one group to the next. Moreover, the group interview does not present evidence concerning the ability of each candidate to be a leader in any group, for only under particular conditions with a specific group has a leader emerged. The author agrees that skill in questioning is not needed by the evaluator in the group situation, but skill in evaluating is. Finally, although there have been high inter-judge reliabilities reported on the basis of an overall evaluation, judges may have made the evaluation on the basis of different traits.

95. MILES, D. W. et al. The efficiency of a high speed screening procedure in detecting the neuropsychiatrically unfit at a U.S. Marine Corps Recruit Training Depot. J. Psychol., 1946, 21, 243-268.

A test-interview procedure which permitted the screening of three men per minute for intellectual and/or emotional deficiency is described. Its validity in terms of success in picking men able to survive the eight-week training period is summarized as follows for a sample of 8,250 cases: 78 per cent of the men later discharged as unfit were identified; 11 per cent of those retained were falsely suspected of unfitness; and 22 per cent of the men later discharged as unfit were missed.

96. MISSELBROOK, B. D. The short personnel selection interview. Occup. Psychol., 1946, 20, 85-97.

A number of suggestions are made pertinent to conducting the selection interview in certain occupations. The main points as they are summarized are: (a) the interviewer is concerned with the functioning of the candidate in the past, and with this information as part-guide, estimating progression in job; (b) the interview must be flexible, semi-structured and unrushed; (c) vague, indefinite questions should be avoided; (d) the interviewer should have thorough knowledge of jobs in civilian life and in the service; (e) caution should be exercised in interpreting 'incidental information' obtained.

97. MOORE, B. V. The interview in social industrial research. Social Forces, 1929, 7, 445-452.

97. (continued)
A discussion of the interview and some proposed research relative to it.

98. MORIWAKI, E. Note on the comparative validities of judgments of intelligence based on photographs and on interviews. J. appl. Psychol., 1929, 13, 630-631.

Judges ranked students for intelligence on the basis of photographs alone and on the basis of a personal interview. Correlations of these judgments with Thorndike Intelligence Test scores and school grades ranged from .28 to .56. The highest coefficient was obtained between the test scores and judgments based on the interview. The inter-rater reliability of the interview judgments was .59.

99. MORSE, M. and HAWTHORNE, J. W. Some notes on oral examinations. Publ. Person. Rev., 1946, 7, 15-18.

A report on the interview of the Los Angeles Civil Service Commission. High intercorrelations between various traits rated indicated that one overall rating was as good as individual trait ratings. A low correlation between the interview and the written test justified to the authors the continuance of the interview as a selection tool.

100. MOYER, N. A. Nondirective employment interviewing. Personnel, 1948, 24, 377-396.

The author advocates interviews in which the interviewer does an absolute minimum of questioning and talking. Aids in initiating the interview and in keeping the applicant talking are offered. Examples are included of expressions and interview techniques as well as sample evaluation blanks. It is felt that such a relaxed atmosphere eventuates in obtaining a larger amount of information and more adequate placements than a more structured one.

101. NEWMAN, S. H., BOBBITT, J. M., and CAMERON, D. C. The reliability of the interview method in an officer candidate evaluation program. Amer. Psychologist, 1946, 1, 103-109.

Psychologists and psychiatrically trained medical officers interviewed the same officer candidates successively on the same day. Interviews were conducted with all psychometric and background measures at hand. Initially, desirable and undesirable attributes were discussed and substantial agreement was reached. The psychometric data correlated .65 + .017 with the combined interview ratings--significantly lower than the intercorrelations reported between interviewers' ratings which ranged from .800 to

101. (continued)

.888. Analysis of the results showed a large number of perfect agreements in ratings which involved the lowest interview ratings. Such reliability is considered possible, therefore, when interviewers have adequate information, are well trained and have arrived at common criteria of evaluation.

102. ODBERT, H. S. The consistency of the individual in his imaginal processes. Cambridge: Harvard College Library, 1934.

This book contains a study of the reliability and validity of first impressions gained from brief interviews with 25 subjects. The average correlation between sets of ratings by the raters for such qualities as expansiveness, neatness and emotionality was about .40. Predictions of their behavior in certain subsequent experimental situations were borne out, especially for prejudgments of impulsiveness, verbosity, cooperativeness and originality.

103. OLDFIELD, R. C. The psychology of the interview. (4th Ed.) London: Methuen, 1941. Pp. 144.

Oldfield characterizes the interview as a face-to-face meeting of individuals consciously embarked upon for, and dedicated to, a particular purpose. Further, methods of conversation are used and frequently, a non-reciprocal relation exists between participants. Proper study of the interview should encompass: (a) the application of observational methods to the study of real interviews; (b) analysis of what is observed; (c) the design of experiments to test the hypotheses so formulated; (d) careful scrutiny of the subsidiary factors involved in character judgment, such as the linguistic resources for their formulation and communication.

Attitudes are emphasized and developed as the basis for interviewers' judgments of personal qualities. By attitudes, Oldfield means particular kinds of activity--ways in which the organism may react to situations, topics and psychological material. The interviewer's task is stipulated as a matter of stimulating the candidate and causing a number of attitudes to be displaced by means of skillful conversation.

Also carefully analyzed are: (a) various facets inherent to the problem of reliability of the interview: the standardization of the topics discussed vs. variation of interviewing procedure to obtain comparable assessment of different candidates; (b) the observation and assessment processes; the manner rather than the matter of the candidates' remarks are considered fundamental; (c) the board interview.

Finally, the implications of Oldfield's ideas are discussed both in the study of the interview and as practical suggestions to

103. (continued)

the interviewer. In a newly added chapter in this edition, recent views on the interview are summarized on the following points: (a) qualities sought and expressed; (b) the conduct of the interview; (c) use of multiple interviews; (d) training of interviewers; and (e) conditions affecting the reliability of the interview. Special attention is drawn to one writer's insistence, based on his experience of the Navy, upon considering the acceptability of the candidate to the future work group. Judgments made in terms of the characteristics of a special social group as criteria are viewed as potentially more easily and more reliably made than abstractly conceived psychological qualities.

104. ORDWAY, S. H., JR., and O'BRIEN, J. C. An approach to more objective tests. Society for Personnel Admin., Pamphlet No. 2, Washington, D. C., Jun 1939. Pp. 31.

The exercise of care in making interview judgments is emphasized in view of the justice due to the applicant. Rating on the basis of revealed past history and not on the basis of behavior in the interview is urged. A comparison is drawn between the rules of legal evidence and the employment interview.

105. O'ROURKE, L. J. Measuring judgment and resourcefulness: an interview technique. Person. J., 1929, 7, 427-440.

During the interview, it is suggested that each applicant be presented with specific problems which are specially designed to sample the essential qualities sought. The author maintains that this procedure provides uniformity of opportunity for applicants to display qualifications and for interviewers to evaluate the responses. Therefore, more reliable and comparable results may be obtained than in the usual interview situation.

106. OTIS, J. L. Procedures for the selection of salesmen for a detergent company. J. appl. Psychol., 1941, 25, 30-40.

The procedures followed in establishing a sales selection program in a small company are described. The measures which were being validated included biographical data, a rating scale based on an interview and some paper and pencil tests.

107. OTIS, J. L. Improvement of employment interviewing. J. consult. Psychol., 1944, 8, 64-69.

Some methods for the improvement of the interview are offered on the basis of the experimental evidence of several cited studies. Standardization of the process, training of interviewers, providing

107. (continued)
the interviewer with job descriptions, and employing graphic ratings rather than narrative reports are emphasized.

108. PURCELL, D. B. Hiring interviews. Person. J., 1944, 22, 263-267.

Suggestions are made on how to conduct hiring interviews in industry.

109. PUTNEY, R. W. Validity of the placement interview. Person. J., 1947, 26, 144-145.

Three-quarters of a class of 226 men were assigned to Aircraft Warning Training School, in accordance with the recommendations of carefully chosen and trained classification interviewers and the remainder were assigned to fill quotas despite contrary recommendations. Eighty-four per cent of the group assigned by the interview section graduated in the prescribed time as compared with only 29 per cent of the non-recommended group. Grades of the former group were also higher.

110. RAFFERTY, J. A. and DEEMER, W. L., JR. Factor analysis of psychiatric impressions. J. educ. Psychol., 1950, 41, 173-183.

Four orthogonal factors were extracted from psychiatric predictions of air cadets' success in flying training and in combat: (a) age coefficient, (b) poise at interview, (c) achievement, and (d) artifact. Factors (b) and (c) were important in both the psychiatric interview and in the criterion of success in flight training.

111. RECKLESS, W. C. and SELLING, L. S. A sociological and psychiatric interview compared. Amer. J. Orthopsychiat., 1937, 7, 532-539.

A comparison is made of the data obtained by a sociological and a psychiatric interview for the same subject. The points of contrast yielded by these two approaches center around the treatment of individual experiences. It is pointed out that the sociologist covers the situational details of the life history with less interest in the mental reactions at sensitive zones, while the psychiatrist attempts to uncover the deep-seated feelings, attitudes and mechanisms of adjustment. The sociologist seeks attitudes to specific situational factors and the psychiatrist seeks more general attitudes about society and life.

112. RICE, S. A. Contagious bias in the interview: a methodological note. Amer. J. Sociol., 1929, 35, 420-423.

This is a classical article on contagious bias in the interview.

112. (continued)

The prejudices of the interviewers appeared in their classification of lodging house residents' reasons for destitution. More specifically, interviewer A, a prohibitionist, ascribed the cause to liquor twice as often as did interviewer B. On the other hand, interviewer B, a socialist, was apt to ascribe the reason for destitution to industrial layoffs and seasonal work.

113. ROSOW, J. M. Interviewing as a fact-finding technique. Personnel, 1951, 27, 321-327.

The values and limitations of the interview technique are discussed with special reference to its fact-gathering function. The suggestions offered for planning the interview and for guiding the conduct of the interview are representative of generally acceptable good and productive practice.

114. SARBIN, T. R. A contribution to the study of actuarial and individual methods of prediction. Amer. J. Sociol., 1942, 48, 593-603.

Predictions of college grades based on interviews are compared with test predictions. The clinical prediction on a sample of 162 college freshmen correlated .35 for men and .69 for women; the statistical prediction correlated .45 for men and .70 for women. Multiple correlation coefficients with the interview included were .56 for men and .68 for women, whereas they were .57 for men and .73 for women without the interview prediction. The interview is therefore regarded as non-additive to the prediction in this situation.

115. SARBIN, T. R. The logic of prediction in psychology. Psychol. Rev., 1944, 51, 210-228.

An analysis is made in terms of probability theory of what happens when predictions are made in the interview situation as compared with predictions based on test results.

116. SCHNEIDMAN, E. S. A note on the experimental study of the appraisal interview. J. App. Psychol., 1943, 27, 196-205.

Fifteen candidates who were previously interviewed by usual Civil Service methods were re-examined by a new three-man board of examiners who observed and rated them as they responded to the Rorschach cards. Rank difference correlations between the first and second interviews ranged from .03 to .41 for various traits. Inter-interviewer agreement was similar for the original and experimental type interviews; more specifically, the correlations for both groups show considerable variability among raters and the expected agreement and disagreement.

117. SCOTT, R. The group oral test in selecting public employees. Chicago: Civil Service Assembly, 1950.

In this report the author brings together descriptions of the procedure and narrative evaluations of the results obtained with the group oral test by over a dozen municipal, city and state examining commissions. Several aspects seemed generally agreed upon by the various committees using the procedure: (a) the optimum group size is six or seven members; (b) the quality of the discussion is dependent upon the pre-test instruction, the discussion topics, and the physical arrangements of the room; (c) skilled observers and raters are mandatory; (d) the group oral test contributes something to the total assessment that other measures do not; (e) it is cheaper to administer than the face to face interview; (f) its reliability is about the same as the individual interviewer; and (g) as yet, its validity is unknown.

118. SHILLING, C. W. and BARTLETT, N. R. A description of disqualifications of enlisted applicants for submarine training. Nav. Med. Bull., 1947, 47, 59-76.

The system for selection and training of submarine personnel is described with particular emphasis on the reasons for rejection at the various stages. Of a pre-selected group, a substantial and largest proportion (5-30%) are disqualified at pre-school testing. In subsequent stages, candidates may be dropped for physical, academic or temperamental reasons.

119. SMELTZER, C. H. and ADAMS, C. R. A comparison of graphic and narrative interview reports. Personnel, 1936, 13, 41-45.

A comparison of the reliability of interview reports made by writing a 100 to 500 word essay about the applicant (narrative method) and by drawing a psychograph based upon preconceived problems and questions (graphic method.) Both on inter-rater and intra-rater judgments, the graphic method was found to render more consistency.

120. SNEDDEN, D. Measuring general intelligence by interview. Psychol. Clin., 1930, 19, 131-134.

Intelligence was measured successfully by means of a standardized interview. Reliability was .96 and the validity, as measured by its relationship to written intelligence tests, was .82. However, it was not found feasible to develop a similar technique for use in practical situations; the questions, which were based largely on the use of a disguised laboratory test, sounded humorously stilted. The use of the written intelligence test is recommended, leaving the

120. (continued)
interview for assessing aspects of the person which cannot be measured as objectively.

121. SNOW, A. J. An experiment in the validity of judging human ability. J. appl. Psychol., 1924, 8, 339-346.

Six sales managers and a psychology teacher ranked 12 applicants for suitability for a sales position. There was fair inter-judge agreement on the highest and lowest ranks, but little agreement on the middle ranks.

122. SOLOMON, P. A follow-up study of selectees rejected for psychiatric reasons. Dis. Nerv. Sys., 1943, 4, 78-81.

Fifty-two individuals rejected by the selective service for psychiatric reasons were interviewed to determine whether re-examination by the selection board was indicated. Of those clinically classifiable as psychoneurotic personalities with negative therapeutic attitudes, pre-and-post psychotic personalities, illiterate, epileptic, post-concussion or chronic anxiety hysteria, none were recommended for re-examination. One case rejected for a speech disorder was recommended for re-examination.

123. SPIELMAN, W. and BURT, C. The estimation of character qualities in vocational guidance. Industrial Fatigue Research Board Report No. 33, 1926. Pp. 57-72.

A few studies are described which successively contrast the findings on the interview as a technique for the assessment of character traits with assessment ratings made by persons of varying degrees of acquaintance. Reliability was higher in the case of acquaintance ratings than in interview ratings. One of the conclusions reached on the interview is that it is better for judging emotional rather than character traits.

124. STEIN, C. Neuropsychiatry in the United States Navy. Nav. Med. Bull., 1943, 41, 142-155.

The author presents his conception of a good five-minute interview for neuropsychiatric screening of naval personnel. A check list of questions is included.

125. STEINBERG, D. L. and WITTMAN, M. L. Etiologic factors in the adjustment of men in the armed forces. War Med. 1943, 4, 129-139.

Scores and responses of psychotic, neurotic and normal soldiers on paper and pencil tests were compared. The parental relationships were poorer for the maladjusted groups. A history of

125. (continued)
social and sexual maladjustment in early home and school life characterized the psychotic, but not the neurotic, group.
126. STOUFFER, S. A. et al. The American Soldier: I. Adjustment during Army life. II. Combat and its aftermath: IV. Measurement and prediction. Studies in Social Psychology World War II. Princeton: Princeton Univ. Press, 1949.

Throughout these volumes is scattered information which relates to the field of psychiatry and hence which, directly or indirectly, bears upon the problems of assessment and selection. In Volume I, there are discussions of service adjustment and maladjustment as related to personal background characteristics and to army experiences. In Volume II, there is a discussion of several aspects of the screening of men who are psychologically unfit for combat. Also, there is a discussion concerning the variation in incidence of psychoneurotic symptoms as associated with stages of the Army cycle. It is tentatively summarized that concurrent with transition from one phase of the Army cycle to another was a rise in psychoneurotic symptom incidence. Volume IV contains a two-chapter account of the construction and validation of the NSA (Neuropsychiatric Screening Adjunct) test. Concerning the variability of psychiatric diagnoses over various areas of the nation, it is indicated that the NSA provided a uniform scoring device against which the variability could be compared and yielded much the same frequency distribution of test scores throughout the areas.

127. STRANG, RUTH. The technique of the interview J. consult. Psychol., 1939, 3, 90-92.

The utility of the interview is described as getting information, giving information, establishing friendly relations and providing therapy. The difficulties of studying the interview scientifically are discussed as centering around the following factors: the difficulty in obtaining sample interviews under natural conditions; the inability to derive general laws due to the specificity and complexity of each situation; and the need for adequate criteria in the determination of the success of the interview. A few papers on the interview are reviewed.

128. STUIT, D. (Ed) Personnel research and test development in the Bureau of Naval Personnel. Princeton: Princeton Univ. Press, 1947.

The author discusses a few studies concerned with the reliability and validity of the interview. The general conclusion is that the interview is a relatively ineffective classification technique, since interviewers tend to emphasize information they extract at the expense of aptitude scores. Further research on interview standardization is suggested.

129. SUTTON, D. G. Naval psychiatric accomplishments in the present emergency. Psychiatry, 1941, 4, 219-229.

A recount of the steps taken toward preparation for full mobilization during 1940 and late 1941. The "Form of Neuropsychiatric Examination of Recruits" is included.

130. SYMONDS, F. M. Research on the interviewing process. J. educ. Psychol., 1938, 30, 346-353.

The difficulties in the scientific study of the interview are pointed out. Two aspects are considered fruitful areas for study: the measurement and description of results in several ways; the study of outcomes in the light of variations in the interview process. These are expanded as essential problems in reliability and validity of the interview.

131. SYMONDS, P. M. and DIETRICH, D. H. The effect of variations in the time interval between an interview and its recording. J. abnorm. soc. Psychol., 1941, 36, 593-598.

Reports of interviews made immediately after the interview took place contained more details of date and place than reports made after two days and after one week. However, the more significant parts of the interview were not apt to be forgotten even after an interval of one week.

132. TAFT, R. Use of the 'Group Situation Observation' method in the selection of trainee executives. J. appl. Psychol., 1948, 32, 587-594.

Pointing out the limitations of usual interviewing methods in inferring social behavior traits, the author suggests and illustrates a method devised by psychologists of the British Army. Fourteen candidates for an executive opening in a shoe factory were observed in a one-day program including personal introductions, group Rorschachs, structured and unstructured discussion periods, and inter-candidate personality appraisal. Comparison of rank orders of each candidate evolved on the basis of previous vocational guidance-type interviews with those ranks formed on the basis of this observational procedure showed the selected candidates remained selectees, but there were some changes in the positions of others.

133. TRAVERS, L. B. Improving practical tests. Person. J., 1941, 20, 129-133.

It is suggested that several traits, usually rated in the interview, can be rated more effectively while observing candidates performing a task. An example is given of rating a carpenter while

133. (continued)
he is building something. Among such traits are self-confidence, cheerfulness and carefulness.

134. TUPES, E. C. An evaluation of ratings of personality traits on the basis of unstructured assessment interviews. Psychol. Monog. No. 317, 1950, Pp. 24.

The writer initially summarizes some studies and literature on the reliability and validity of the interview. Synthesis reveals that interview reliability will vary according to the person doing the interviewing, the amount of objective data available to the interviewer before the interview, and the degree of structuring of the interview. The validity of judgments based on the interview itself, independent of the use of the accessory information usually available, has not been determined in any case.

An investigation is reported concerning the selection of clinical psychologists. Interviewers first made trait ratings on each candidate on the basis of background data and an hour's interview. These ratings were then compared with a final pooled rating based on several tests and intensive interviewing. The unstructured interview added little to the validity of personality trait ratings and also the longer deeper level interviews contributed little more than shorter information-eliciting interviews.

135. UHRBROCK, R. S. Analysis of employment interviews. Person. J. 1933, 12, 98-101.

Seven employment interviews were attended by 20 observers who rated the applicants on a graphic scale and ranked the interviewer in order of merit. In addition, the interviews were analyzed from verbatim stenotype reports and rated by five employment experts. The analysis of the records was made in terms of percentages of words spoken by the applicant and by the interviewer. These figures were compared with rankings of the interviewers and the interviewees by the observers. No relationship was found to exist. It is concluded that interviewers can be trained by means of intelligent criticism of stenotyped records taken on a selected group of applicants.

136. VERNON, P. E. The assessment of psychological qualities by verbal methods. Medical Research Council, Industrial Health Research Board Report No. 83, London: Medical Research Council, 1938.

The subtitle is "A Survey of Attitude Tests, Rating Scales and Personality Questionnaires." Accounts and evaluations of these methods are made.

137. WAGNER, R. A group situation compared with individual interviews for securing personnel information. Person. Psychol., 1948, 1, 93-107.

Group interviews requiring antecedently prepared descriptions of incidents of relative effectiveness or ineffectiveness of career Air Force officers, were found to be as effective in completeness of participation, quality and utility of obtained information, and required less time per incident than more time-consuming individual interviews. The writer considered the method especially well adapted to securing detailed responses from a large number of well motivated individuals with regard to the relative effectiveness of their behavior.

138. WAGNER, R. The employment interview: a critical summary. Person. Psychol., 1949, 2, 17-46.

The experimental evidence pertaining to the reliability and validity of the interview in several areas is reviewed and critically evaluated. Some of the conclusions reached concerning the interview as an evaluative technique are: (a) it remains popular in spite of much negative evidence; (b) it should be conducted in a standardized manner; (c) its validity and reliability may be highly specific to both the situation and the interviewer; (d) every possible bit of antecedently collected information should be at the interviewer's disposal; (e) inclusion of traits is justified only if they are demonstrated to be related to success in the given activity; and (f) it has proved most useful in rough screening, where the number of applicants is small and where traits can be more accurately evaluated by interview. The avenue recommended by the author for further research is that of the discovery of the factors which can be predicted best by the interview and the development of an interview investigating these factors.

139. WALLIN, P. The prediction of individual behavior from case studies. In P. Horst, The prediction of personal adjustment. Soc. Sci. Res. Council., Bulletin 48, 1941, Pp. 181-250.

The problem of the logic of the actuarial versus the individual approach to prediction of adjustment is discussed.

140. WHITE, W. Interview-atmosphere. Employment Serv. News, 1938, 5, 12.

The author suggests concrete ways in which the applicant can be made to feel that the interviewer is friendly toward him. Typical suggestions were "showing esteem for the individual's occupation," "asking for expressions of opinion," and "emphasizing equality."

141. WHITEHORN, J. C. Attempts to teach principles of psychiatric interviewing. Sth. med. J., 1941, 34, 1130-1136.

The student training program at Washington University Medical School is described. Some general principles of approach to the patient are offered together with a sample interview utilizing these principles.

142. WHITEHORN, J. C. Guide to interviewing and clinical personality study. Arch. Neurol. Psychiat., 1944, 52, 197-216.

This article was written as a guide to interns on how to conduct the psychodiagnostic interview. Several suggestions are given on the phraseology and timing of questions. A discussion of the major neurotic trends likely to be encountered in the clinic is also presented.

143. WILLMON, T. L. Outline and discussion of methods for selection of submarine reserve personnel. New London: U.S.N. Med. Res. Lab., 16 Feb 1948.

The selection of officers and men for submariness is pictured as a process of determining the adequacy of the individual with respect to intelligence, education, physique, health, emotionality and personality. The minimal physical standards for submarine qualification are outlined and the lowest acceptable combined score (100) on the G.C.T. and Arithmetic Test stated. Sample questions and hints are included regarding the areas to be probed in the screening interview.

144. WILSON, N. A. B. Interviewing candidates for technical appointments or training. Occup. Psychol., 1945, 19, 161-179.

Wilson describes and develops a specific series of interviewing objectives. These comprise the judgmental and assayed aspects of the following factors: (a) the acceptability of the candidate to the future work group, (b) effective intelligence, (c) interests, (d) motivation, (e) interests in relation to motivation, (f) personal attitudes, (g) competitiveness, (h) energy, (i) persistence, and (j) technical prowess. Fairly specific illustrations of the mode of eliciting information and attitudes relevant to these areas are offered in each case.

145. WITTON, C. L., HARRIS, H. I. and HUNT, W. A. An evaluation of the brief psychiatric interview. J. Psychol., 1943, 16, 107-114.

The brief psychiatric interview is discussed critically with special emphasis upon some techniques to check on its errors.

145. (continued)

Subsequent situations such as training, sick call, athletics and recreation, may be utilized for reviewing indications of neuropsychiatric difficulty to identify those "missed." Also recommended and considered more conclusive in the case of checking on "false positives," is to require that doubtful cases be sent to trial duty or be under careful ward observation before final diagnosis is made.

146. WITTON, C. L., HARRIS, H. I. and HUNT, W. A. Detection of the neuropsychiatrically unfit. Nav. med. Bull., 1942, 40, 340-346.

The neuropsychiatric screening procedure in use at the Newport Naval Training Station in 1940 is described. Recruits showing symptoms in the initial three-minute interview are retained for further examination. It is felt that no substitute such as a fixed series of questions can replace this flexible examination which is geared to the individual recruit.

147. WITTON, C. L. et al. Neuropsychiatric examination of recruits at the U. S. Naval Training Station, Newport, R. I. War Med., 1942, 2, 944-951.

A description of the general screening procedures used on Naval recruits at Newport during World War II.

148. WITTON, C. L. and HUNT, W. A. Three years of naval selection: a retrospect. War Med., 1945, 7, 218-221.

The screening procedure at the Newport Naval Training Station is described. Research at that station with the brief psychiatric interview indicated the following trends: (a) some psychiatrists were not adaptable to the demands of the brief screening examinations; (b) the interview and paper and pencil tests both predicted about the same percentage of eventual psychiatric discharge, but the tests produced more "false positives"; (c) outright rejection at a screening stage without a trial period may be wasteful.

149. WOLF, R. and MURRAY, H. A. An experiment in judging personalities. J. Psychol., 1937, 3, 345-365.

Trait judgments on 40 variables, two-thirds of which are described as motivational factors, were made by five judges for 28 subjects on the basis of short conference interviews. These judgments were correlated with judgments made by the same judges after one year with more data available. The rank correlations for two sub groups were .66 and .63. The investigation of several other questions leads to such conclusions as: (a) there were consistent differences in the validity attainments of judges dependent upon such factors as experience; (b) agreement of judges is not

149. (continued) identical to validity; (c) consistent differences in the measurability of variables were obtained; (d) ability to judge varied with resemblance of the rater to the ratee.

150. WONDERLIC, E. F. Improving interview techniques. Personnel, 1942, 18, 232-238.

The use of the patterned interview and of carefully trained interviewers are recommended as methods of improving the selection interview. It is pointed out that studies purporting to show the invalidity of the interview have been unfair due to the restricted range of the kinds of applicants seen. Further, no instrument or technique has as yet appeared to replace the interview.

151. Assessment of Men. O.S.S. Assessment Staff. New York: Rinehart, 1948. Pp. 541.

A report on the methods used in selecting men for the O.S.S. The personal interview formed a central part of the program. Interviewers' ratings made with accessory information on hand correlated .89 to .94 with final ratings of emotional stability.

152. Interviewing applicants in public employment office. USES Employment Office Manual Series, Section I, Washington, D. C., 1935. Pp. 1-36.

A guide for conducting employment interviews at the USES.

153. Outline and discussion of methods used in selecting enlisted candidates for submarine training. New London: Med. Res. Lab., 1943. Pp. 11.

This pamphlet discusses the medical and psychiatric diagnostic procedures for selection of submariners at New London in 1943. Some of the areas recommended for psychiatric delving are family background, social and sexual tendencies, intelligence, adjustment in society, maturity, emotional balance, and judgment. Sample questions which sometimes yield significant replies are included. The medical aspect covers such areas as dentition, visual acuity, color vision and medical history.

154. Psychological disorders in flying personnel of the Royal Air Force investigated during the war 1939-1945. Air Ministry Great Britain. London: H. M. Stationery Office, 1947. Pp. 344.

A collection of diversified studies on psychological disorders in flying personnel of the R.A.F., (1939-1945). Two studies on the reliability of the interview are included.

155. Report of an expert committee on the work of psychologists and psychiatrists in the services. Privy Council Office. London: H.M. Stationery Office, 1947. Pp. 94.

The committee abstracted 192 investigations performed by the British military and cooperating agencies during World War II. Studies focussing on the use of questionnaires, rating scales and interviews were included.

Questionnaires were found valuable in recording factual information and in eliciting opinions. Rating scales were used to evaluate such qualities as leadership and combat temperament. Interviews were employed per se or in conjunction with questionnaires to elicit information.

156. The War in Medical Literature. 1939-1945. Section 1. General. New York Academy of Medicine. Bibliographical Dept., New York, 1945. Pp. 70.

This pamphlet contains a bibliographical section of about 70 references on neuropsychiatric examination of recruits.

SECTION B.

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